

**RATES BASED ON AGREED UPON USW WAGE GRID - AWARD GRANTED MARCH 1st 2023**

NON-RN USW EMPLOYEES - RETRO FROM NOVEMBER 29/21 to MARCH 26/23

**Period #1**

**November 29/2021 to November 28/2022**

Calculation is as follows: **(Nov 29/21 Rate - Expired Rate)** = Rate differential X **hours paid during Period #1**

**Period #2**

**November 29/2022 to March 26/2023**

Calculation is as follows: **(Nov 29/22 Rate - Expired Rate)** = Rate differential X **hours paid during Period #2**

Notes:

PSW Nov 29/22 Rate does not include the \$3.00 PSW PWE. PSW PWE was paid as a separate premium on the payroll until it was rolled into the Wage Rate in Dayforce on March 27/2023

DA's retro included \$0.10 per hour adjustment for hours between March 1-26 2023

All Hours paid at OT 1.5X Expired Rate were compensated Retro at OT 1.5X new Rate

RN USW

**LUMP SUM PAYMENT PERIOD** - applies to RN's employed as of Nov 29/21 and still employed on date of award  
**July 1/21 to November 28/21**

Calculation is as follows: 1.75% X Total Earnings for **worked hours only during lump sum period**

RN USW - RETRO FROM NOVEMBER 29/21 to MARCH 26/23

**Period #1**

**November 29/2021 to June 30/2022**

Calculation is as follows: **(Nov 29/21 Rate - Expired Rate)** = Rate differential X **hours paid during Period #1**

**Period #2**

**July 1/2022 to March 26/2023**

Calculation is as follows: **(July 1/22 Rate - Expired Rate)** = Rate differential X **hours paid during Period #2**

Notes: All Hours Paid at OT 1.5x Expired Rate were compensated Retro at OT 1.5x new rate